

Benefits

General – ADM, CLK, CLT, MGT, PRF, SUP, TI

Union Code	ADM, CLK, CLT, MGT, PRF, SUP, TI
Representation	SBPEA
Contract Date	2008-2014
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 16, 2011 Employee Only \$0 Employee + 1 \$136.68 Employee + 2 \$257.70
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 16, 2011 Health Net HMO Employee Only \$183.33 Kaiser Permanente Employee Only \$216.08 Health Net PPO Employee Only \$216.08 Employee + 1 \$326.68 Employee + 2 \$447.70
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Life - Employer Paid	ADM, MGT: \$50,000 SUP, TI: \$35,000 PRF: \$25,000 CLK, CLT: \$20,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + 1 floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave

Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Annual/Administrative	MGT only – 80 hours Administrative w/cash-out option SUP only – 40 hours Administrative w/cash-out option, 40 hours Annual w/no cash-out option
Retirement	
Retirement 7% County Contribution	Hired Before July 15, 2008 or 5 years of continuous Regular County Service
457	Eligible
Other	
Short Term Disability -General	Eligible; 55% up to \$987/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses

The County may give you *Benefit Plan Dollars and/or Premium Subsidies* to help off-set the cost for your medical premiums

Hired After July 15, 1993

Example #1: An Accountant I (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$183.33 (medical premium subsidy)
- \$ 8.92 (dental premium subsidy- 90% of \$9.91)
- \$ 21.36 (out-of-pocket cost)**

Example #2: An Internal Auditor II (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$447.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$290.40 (out-of-pocket cost)**

Hired Before July 15, 1993

Example #3: A Planner III (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$190.00 (Benefit Plan Dollars)
- \$257.70 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$290.40 (out-of-pocket cost)**